

URBAN/MUNICIPAL

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AGENDA OF THE
MAYOR'S RACE RELATIONS
ADVISORY COUNCIL
JUNE 25, 1993

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GOVERNMENT DOCUMENTS

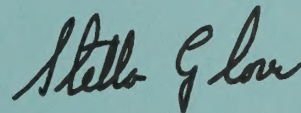
NOTICE OF MEETING

Mayor's Race Relations Advisory Council

Friday, 1993 April 23

4:15 o'clock p.m.

Room 233, City Hall



Stella Glover
Secretary

NOTE: Your attendance is important, if you are unable to attend please call the Secretary at 546-3993.

AGENDA

1. Moment of Reflection.
2. Minutes of Meeting Held 1993 February 12. (attached)
3. Matters Arising.
4. Presentation - Community Resource Person.
5. Training and Development - Sandra Wilson. (attached)
6. Chairperson's Report.
7. Sub-Committee Reports.
8. Other Business.
9. Adjournment.

Friday, 1993 February 12
4:15 o'clock p.m.
Room 233, City Hall

The Mayor's Race Relations Advisory Committee met.

There were present: Michael Webber, Chairperson

Ram Kamath
Rhoda Howard
Jacob Joseph
Gary Ostofi
Stefanie Grotmann
Ken Stone
Mel Madamba
Marc Haas
Doreen Johnson
Tyrone Childs
Ken Balasubramaniam
Patrick Fung

Also present:

Eleanor Rodney, Hamilton-Wentworth Roman Catholic Separate
School Board
Jayne Munro, Human Resource Centre
Staff Sgt. F.D. Foster, R.C.M.P.
Sgt. J.F. Mason, O.P.P.
Scouter Ward, Anti Racism Directorate
Colina Gamble, Ontario Human Rights Commission
Stella Glover, Secretary

Regrets:

Sandra Wilson, Vice-Chairperson
Geoff Small
Edward Partito Jr.
Santokh Pooni
Mervyn Jobity
Phemon Ma
Marlene Thomas-Osbourne
Monty Motomura
Ivan Boyko
Evelyn Gallaher
Sgt. Greg Hamilton
Ramzan Manek

As there were insufficient members present to form a quorum the Chairperson advised that the meeting would proceed although it would not be possible to make recommendations.

1. Moment of Reflection

A moment of reflection was observed by the members of the Advisory Council.

Liberal party leader, the Advisory Council could be seen to be taking sides and making a statement which would inflame the community.

Rhoda Howard said she felt the Council should separate the issue of Mr. Sola from the situation in Yugoslavia. She proposed a motion that in light of Ms. McLeod's reluctance to strongly deplore racism and Mr. Sola's comments, the Advisory Council express their regret that the Mayor's Race Relations Committee had purchased tickets to the Banquet. However, Ms. Howard subsequently withdrew this motion and said she would drop a polite letter to the Status of Women Sub-Committee and encouraged others to do so if they wished.

Mr. Manek pointed out that the Status of Women Sub-Committee had invited Lyn McLeod to speak because she was the first women leader of the Liberal party in Ontario. He said he fully agreed that she should have taken some action with regard to Mr. Sola. However, he suggested that the particular ethnic group should talk to the political body, and if they did not help, then they should not vote for them in the next election. He cautioned against mixing politics with a person's position.

Mr. Stone reminded the Advisory Council that the issue of Mr. Sola's remarks had been raised by the Advisory Council some time ago, although the Council had been advised that Provincial matters were outside the jurisdiction of the municipal Committee. He suggested that if the Advisory Council did not deal with matters of racism which affected the City then, sooner or later, these matters would come back to haunt them.

8. Adjournment

The Chairperson thanked Council members for their input and there being no further business, the meeting then adjourned.

Taken as read and approved.

Michael Webber
Chairperson
Mayor's Race Relations Advisory Council

Stella Glover
Secretary
Mayor's Race Relations Advisory Council

PROPOSED TRAINING AND DEVELOPMENT SCHEDULE

*** FOR COMMITTEE/ADVISORY COUNCIL/RESOURCE PERSONS ONLY

ALL MEMBERS ARE ENCOURAGED TO ATTEND ALL/OR AS MANY SESSIONS AS POSSIBLE

DATES: MAY 17, MAY 31, JUNE 14, JUNE 28, 1993

TIMES: 6:00 - 9:00 P.M.

LOCATION: MOHAWK COLLEGE (FENNELL AND WEST 5TH) ROOM C044

TRAINERS/FACILITATORS INCLUDE:

- JAYNE MUNRO, EMPLOYMENT EQUITY OFFICER, HUMAN RESOURCES CITY OF HAMILTON

- LORRAINE PUTNINS, MANAGER EMPLOYMENT SERVICES/EMPLOYMENT EQUITY, MOHAWK COLLEGE

- WENDELL ROACH, MANAGER MANAGEMENT SERVICES CERTIFICATE PROGRAM, MOHAWK COLLEGE

*** TRAINING WILL BE WIDE RANGING AND WILL INCLUDE EMPLOYMENT EQUITY, RELEVANT LEGISLATION, CULTURAL AWARENESS/SENSITIVITY, RACISM, SYSTEMIC RACISM, CONFLICT RESOLUTION, GROUP DYNAMICS ETC.

*** GOALS AND OBJECTIVES: TO EXPAND AND FURTHER DEVELOP OUR CURRENT KNOWLEDGE BASE THROUGH DISCUSSION, OPEN DEBATE AND VARIOUS OTHER GROUP DYNAMICS LEARNING TOOLS.

*** PLEASE CONFIRM YOUR ATTENDANCE BY CALLING:

SANDRA WILSON	575-4616
MEL MADAMBA	522-5851 OR 523-5613

PLEASE CALL ON/OR BEFORE MAY 15, 1993.

PROPOSED TRAINING AND DEVELOPMENT SCHEDULE

FOR COMMITTEE AND ADVISORY COMMITTEE MEMBERS ONLY

ALL MEMBERS ARE REQUESTED TO ATTEND ALL OF THE FOLLOWING AS POSSIBLE

DATES MAY VARY SLIGHTLY IN TIME TO TIME

TIME: 9:00 AM - 4:00 PM

LOCATION: MONROE COLLEGE BUILDING AND WESTINGHOUSE ROOM ONE

TRAINERS: FACILITATORS INCLUDE:

- JANE MUNRO, EMPLOYMENT COUNCIL, HONOLULU, HAWAII

- LORRAINE PUTNAM, MANAGER, EMPLOYMENT & RECREATION, HONOLULU, HAWAII

- WYNELL BOACH, MANAGER, MANAGEMENT SERVICES, HONOLULU, HAWAII

TRAINING WILL BE WIDE RANGING AND WILL COVER THE FOLLOWING: RACISM, RELEVANT LEGISLATION, CULTURAL AWARENESS, SENSITIVITY, RACISM SYSTEMS, AND OTHER GROUP DYNAMICS.

GOALS AND OBJECTIVES: TO EXPAND AND FURTHER DEVELOP OUR CURRENT KNOWLEDGE BASE THROUGH DISCUSSION, OPEN DEBATE, AND VARIOUS OTHER GROUP DYNAMIC TRAINING TOOLS.

PLEASE CONFIRM YOUR ATTENDANCE BY CALLING:

SANDRA WILSON 734-4011
MEL MADAME 734-4011 OR 734-4012

PLEASE CALL OR BEFORE MAY 15, 1983



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NOTICE OF MEETING

MAYOR'S RACE RELATIONS ADVISORY COUNCIL

Friday, 1993 June 25
4:15 o'clock p.m.
Room 233, City Hall

A handwritten signature in cursive script that reads "Stella Glover".

Stella Glover
Secretary

Note: Your Attendance is important, if you are unable to attend please call the Secretary at 546-3993.

AGENDA

1. Moment of Reflection.
2. Minutes of Meeting held 1993 April 23.
3. Matters Arising.
4. Sub-Committee Reports.
5. Other Business.
6. Adjournment.

The Mayor's Race Relations Advisory Council met.

There were present: Michael Webber, Chairperson
Sandra Wilson, Vice-Chairperson
Ivan Boyko
Tyrone Childs
Evelyn Gallaher
Stefanie Grotmann
Rhoda Howard
Doreen Johnson
Phemon Ma
Ramzan Manek
Mary McKenzie
Gary Ostofi
Edward Partito, Jr.
Leslie Pasis
Ken Stone
Marlene Thomas-Osbourne
Mel Madamba
Marc Haas
Geoff Small
Santokh Pooni

Also present: Rev. George Horton
Greg Hamilton
Fred Loft
Eleanor Rodney
Stella Glover, Secretary, Mayor's Race Relations Advisory Council

Regrets: Ken Balasubramaniam
Linda Bigford
Patrick Fung
Phil Leon
Glen Bell
Supt. Baranoski, O.P.P.
Colina Gamble

1. Moment of Reflection

Rhoda Howard asked the Council to reflect on the sadness of Chris Hani's death and also the fact that many people have died since his death. Ms. Howard asked the Council to hope for a peaceful transition to democratic rule in South Africa.

2. Presentation Re: Immigrant Skills

The Chairperson introduced Eduardo Navarro who attended on behalf of the Spanish Speaking Association of Hamilton and advised the Advisory Council of the limited opportunities in the labour market for newcomers. He said people who, even though highly qualified in their own country, came to this country with impediments and were not able to utilize their full intellectual capacity for the good of themselves and this country. Mr. Navarro suggested the creation of a Human Resources Data Bank which would include information on under-employed members of the community. He said these people could be of assistance to Canadian entrepreneurs who would be able to use their knowledge to help them access overseas markets and give input into their products. He therefore proposed fighting the limited opportunities by marketing the skill potential in the community.

The Chairperson thanked Mr. Navarro and asked the Advisory Council for any useful suggestions they might have. Suggestions included contact with the Multicultural Council, Community Information Service and the Seniors Council, together with approaching the Department of Employment and Immigration for funding.

The Chairperson said the Mayor's Race Relations Advisory Council could offer support for Mr. Navarro's ideas and would assist in contacting any of the groups mentioned if required. He invited Mr. Navarro to attend at a future date to keep the Advisory Council informed of how the project was going.

Mr. Navarro thanked the Advisory Council for the opportunity to appear before them.

3. Minutes of Meeting

The minutes of meeting held 1993 February 12 were adopted as presented.

4. Matters Arising

The Chairperson distributed copies of a letter from Scouter Ward of the Anti-Racism Secretariat thanking the Advisory Council members for their involvement and participation in the recent Community Based Conflict Resolution Workshop.

Tyrone Childs stated that he had attended the Workshop and congratulated Scouter Ward and the Advisory Council on having the foresight to sponsor this kind of workshop as a skill which is very important and of benefit to the community. The Chairperson said the Advisory Council should be very proud of this accomplishment.

5. Presentation - Community Resource Person

Mel Madamba addressed the Advisory Council and advised them of her work with the Immigrant Women's Advocacy and Resource Centre which, she said, recently restructured and had formerly been called the Immigrant Women's Action Group Resource Centre.

Ms. Madamba said the Centre focused on the varied needs of immigrant women including providing guidance in applying for social assistance, where to get bus tickets, child care and attend English as a Second Language classes. She said the Centre also provided guidance with regard to health care, child care benefits or housing subsidies together with evaluating educational and upgrading skills. Access was also available to interpreters in many languages.

At this point Ms. Madamba circulated an information flyer on the Centre and it was noted that the Centre was funded through Secretary of State grants. Mr. Pooni suggested that the flyers be printed in a more visible colour rather than white in order to be more eye catching when placed on bulletin boards. Mr. Partito suggested that each community representative take a flyer and translate into their own language including their own name as a contact person in order to make people more comfortable in approaching the group.

6. Training and Development

Sandra Wilson addressed the proposed training and development schedule which had been devised on behalf of the Public Awareness Sub-Committee.

Ms. Wilson asked members to contact herself or Mel Madamba by the Friday prior to the Monday Workshop in order that light snacks may be arranged. Speakers are to be scheduled as follows:

- May 17 - Lorraine Putnins whose focus would be employment equity and the legislative aspect.
- May 31 - Mervin Ritter of the Ontario Human Rights Commission who would be looking at cultural awareness, sensitivity and providing videos.
- June 14 - Jayne Munroe who would speak on harassment, discrimination in the workplace and who had developed a participatory game.
- June 31 - Wendall Roach, the Manager of the Management Services Certificate Programme at Mohawk College.

It was noted that Resource people would also be invited to attend the workshops.

The Advisory Council agreed that invitations be extended to City Council members to join the Advisory Council and attend the training sessions.

The Chairperson said the Public Awareness Sub-Committee should be very proud about this initiative and thanked Sandra and Mel for spearheading this initiative and looked forward to a good response.

Marlene Thomas-Osbourne commended the Public Awareness Sub-Committee on this initiative and said she hoped as many members as possible would attend.

7. Chairperson's Report

Due to the shortness of time, the Chairperson said there would not be a Chairperson's report that evening.

8. Sub-Committee Reports

(a) Membership Sub-Committee

Mr. Pooni reported for the Membership Sub-Committee and advised that two resignations had been received from the Advisory Council during the first year of the term of office. The Membership Sub-Committee had therefore selected two new members which they would be recommending to the Mayor's Race Relations Committee at their meeting on Monday, April 26.

Mr. Pooni advised that two further resignations had been received after the first year, one from the Committee and one from the Advisory Council and that an advertisement had been placed in The Spectator on April 08 together with copies to members of the Committee and to ethno-cultural communities. He pointed out that the deadline was April 23rd and strongly encouraged members of the Advisory Council to apply for membership on the Committee.

Mr. Pooni said attendance at Sub-Committee meetings had been poor and, in future, absences would be recorded. He therefore advised members to contact the Secretary if they could not be in attendance at meetings.

Mr. Pooni referred to workshops which the Membership Sub-Committee was proposing to hold, one of which would be held on September 13 by Rev. George Horton on affirmative action. Further details to be supplied at a future date.

(b) Public Awareness Sub-Committee

Sandra Wilson spoke for the Public Awareness Sub-Committee and advised that the Chairperson, Prof. Harish Jain, had resigned and, due to the illness of the Vice-Chairperson, she had been appointed as interim Chairperson of this Sub-Committee. Ms. Wilson said the previous meeting had been fully attended and congratulated members and asked them to continue this good attendance. She said the Sub-Committee were presently reexamining their mandate in order that they not exceed the bounds or neglect areas which they should be considering. She said it was hoped to have an annual agenda and that meetings be held in different locales.

Ms. Wilson stated that an Ad Hoc Committee was presently working on a Brochure/Poster for the Committee and Tyrone Childs volunteered to sit on this Ad Hoc Committee. Marc Haas said the next meeting would be held on Wednesday, April 28 in the third floor boardroom at the Police Station and additional members would be welcomed.

The Chairperson said he was impressed by the work of the Sub-Committee and he informed the Advisory Council of a suggestion that school boards be contacted and offered the services of a Committee/Advisory Council member to speak.

Mary McKenzie said she had met with Earthsong organizers and had been offered space at Earthsong in 1993 which the Sub-Committee had accepted. She said she was presently collecting posters from around the world which would represent the mix of the Committee for display at the stand.

(c) Mediation Sub-Committee

At this point the Advisory Council retired in camera while Geoff Small reported for the Mediation Sub-Committee.

Reconvening in open session.

The Committee then considered other business.

8. Other Business**(a)**

Ken Stone referred to an issue recently dealt with at a previous meeting with regard to remarks made by M.P.P. John Sola of Mississauga East. For the information of members of members not present at that meeting, Mr. Stone gave the background to the situation. Mr. Stone then introduced a letter from Lyn McLeod to Evelyn Myrie of the Hamilton Status of Women Sub-Committee dated 1993 March 15 and referred to a statement in the letter that Ms. McLeod would not condone any statement which promoted disharmony or intolerance. Mr. Stone then referred to a speech and question and answers by Mr. John Sola at York University on Bosnian Women Holocaust Day on March 11, 1993. He said he felt Mr. Sola's statements at York University were not promoting harmony but actually inflaming the situation. He therefore proposed that the Committee send a copy of the transcript of this speech to Lyn McLeod and ask her to investigate and take the appropriate action in accordance with her own letter of March 15, 1993.

Doreen Johnson asked if the Advisory Council could act upon this resolution or if they would have to go through the Committee and was advised that the Advisory Council could vote on the matter and would then make recommendations to the Mayor's Race Relations Committee.

After considerable discussion the Advisory Council agreed to recommend to the Mayor's Race Relations Committee that a copy of the transcript of the speech by M.P.P. John Sola (Mississauga East) at York University on March 11, 1993 be sent to Lyn McLeod, Leader of the Ontario Liberal Party, asking her to take appropriate action in accordance with her letter of March 15, 1993 to Evelyn Myrie of the Hamilton Status of Women Sub-Committee.

This motion was unanimously carried.

(b) Caribbean Potpourri

Eleanor Rodney advised the Advisory Council of the forthcoming Caribbean Potpourri to be held at Sherwood Secondary School, 25 High Street, on Saturday, May 01 at 7:00 p.m. The proceeds to go to Somalia Relief Fund, Neighbour to Neighbour Food Bank, African Heritage Language Classes and Sickle Cell Anemia.

(c) Jobs Ontario Youth

Ms. Rodney advised the Advisory Council that Jobs Ontario Youth would be operating again this year and that the Caribbean Potpourri had been given the opportunity to place 150 youths between the ages of 15 and 24, and physically challenged people up to the age of 29. The programme will operate out of St. Mary's School at 209 MacNab Street. It was also pointed out that Barbados House at the Century 21 Building and the Downtown "Y" would also be taking registrations for Jobs Ontario Youth. The programme will be advertised widely in the media.

(d) Attendance at Mayor's Race Relations Committee\Advisory Council Events

Doreen Johnson referred to the recent visit to the City by Race Relations Advocates from England and commented on the poor attendance by members of the Committee and Advisory Council at that event and at the March 21st rally. Ms. Johnson said this poor attendance did not project a good image to the public.

Ms. Johnson said the substance of the Race Relations Advocates' address was extremely interesting and she hoped to speak to the Public Awareness Sub-Committee further in this regard.

Mr. Pooni said the concern at the lack of attendance by members had been discussed at the previous Mayor's Race Relations Committee meeting and the Committee had decided to form groups of 5, of which one member would phone the rest of the group to remind them of forthcoming events.

Mr. Pooni suggested that past Committee and Advisory Council members be added to the mailing list in order that they could be advised of forthcoming events.

Ms. Rodney pointed out that the March 21st International Day for the Elimination of Racial Discrimination rally always occurred on the March break and therefore people involved in education were often away during this period.

(e) **Ebony Fashion Production**

Marlene Thomas-Osbourne informed the Advisory Council of the forthcoming Ebony Fashion Production which was to take place at the Royal Connaught Hotel on Thursday, 1993 May 20 at 8:00 p.m. She said proceeds would go to the Sickle Cell Anemia Society of Canada and the Mayor would be proclaiming the month of May as Sickle Cell Month in Hamilton.

9. **Adjournment**

There being no further business the meeting then adjourned.

Taken as read and approved.

Michael Webber
Chairperson
Mayor's Race Relations Advisory Council

Stella Glover
Secretary
Mayor's Race Relations Advisory Council

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NOTICE OF MEETING

Mayor's Race Relations Advisory Council

Friday, 1993 September 24

4:15 o'clock p.m.

Room 233, City Hall



Stella Glover
Secretary

NOTE: Your attendance is important, if you are unable to attend please call the Secretary at 546-3993.

AGENDA

1. Moment of Reflection.
2. Introduction of New Members.
3. Presentation - Community Resource Person.
4. Minutes of Meeting Held 1993 June 25. (attached)
5. Matters Arising.
6. Chairperson's Report.
7. Sub-Committee Reports.
8. Other Business.
9. Adjournment.

The Mayor's Race Relations Advisory Council met.

There were present: Michael Webber, Chairperson
Sandra Wilson, Vice-Chairperson
Ivan Boyko
Tyrone Childs
Doreen Johnson
Ramanath Kamath
Phemon Ma
Mary McKenzie
Ramzan Manek
Gary Ostofi
Leslie Pasis
Ken Stone
Santokh Pooni
Monty Motomura
Geoff Small

Also present: Rev. George Horton
Jayne Munro
Scouter Ward
Glen Bell
Colina Gamble
Eleanor Rodney
Holly Elliott

Regrets: R.C.M.P. Representative
Mervyn Jobity
Helen Probert
Linda Bigford
Marlene Thomas-Osbourne
Jacob Joseph
Mel Madamba
Edward Partito, Jr.
Rhoda Howard

1. Moment of Reflection

The Chairperson called upon Rev. George Horton to provide the Council with a moment of reflection. Rev. Horton reminded the Council of the plight of victims in South Africa and Somalia and asked that some thought also be given to the plight of victims in Bosnia. He shared with the Council a prayer from the District Council of Churches in this regard.

A moment of silence for the victims of violence in Bosnia was then observed.

2. Visitors for Hill Park Secondary School

The Chairperson then introduced two visitors from Hill Park Secondary School, Cheryl Stewart and Marie Wei who advised the Advisory Council of their intention to start a Race Relations Committee at Hill Park Secondary School and were attending the meeting to glean ideas. The Chairperson said they were very welcome. Mr. Pooni congratulated the students on their initiative and said he felt there was a need for more Race Relations

Committees in schools. Scouter Ward, the Consultant with the Anti-Racism Secretariat, offered to help in any way which he could and suggested that Tyrone Childs may also be of assistance in this regard. The Chairperson asked for more volunteers to give their names to the Secretary.

The Chairperson further suggested that this work should be done through the Public Awareness Sub-Committee and asked Monty Motomura to consider some initiatives in this regard.

3. Conference

The Chairperson advised the Council that Sandra Wilson and Doreen Johnson had represented the Race Relations Committee and Advisory Council at a Healing the Cities Conference in Richmond, Virginia. Doreen gave a report on the Conference which she said was the most inspiring Conference she had ever attended. She said she wished that more people had been able to have been able to have been there to enjoy and hear what was being said. The theme of the Conference was "Race, Reconciliation and Response" and the participants were from all around the world.

Ms. Johnson described a united walk which had taken place and during which flowers had been strewn on the waters where the slave ships had landed, which she pointed out was a very moving experience. She said she would provide a full written report to the Committee.

Sandra Wilson advised that the Conference had proved to be very educational and pointed out the need to get all the positive information out rather than the negatives. She said it was a moving experience to meet Raj Mahand Ghandi, the grandson of the late Ghandi and thanked the Committee for giving her the opportunity to attend.

Doreen Johnson advised that she had acquired tapes and had ordered a video which members will be welcome to borrow.

4. Minutes of Meeting

The minutes of meeting held 1993 April 23 were adopted as presented.

5. Matters Arising

(a) Earthsong

Mary McKenzie advised the Council that she had obtained a booth at Earthsong for \$300.00 in return for a "service swap" which, if necessary, entailed providing interpreters. The Advisory Council was therefore asked to advise Mary of interpretive services available and to volunteer to take shifts manning the booth during the Earthsong Festival from July 1-4 at Princess Point.

Mary said the brochures would not be available for Earthsong but would be ready for the Banquet in November. She submitted a booklet which she had compiled containing information on the Committee, and the Advisory Council agreed with the information provided. However, concern was expressed at the proposal to display posters from other countries because of some sensitive world issues. The Council therefore agreed that the posters would not be displayed. Concern was also expressed that flags from other countries not be displayed as it was pointed out that members of the Committee/Advisory Council

were Canadians and it was therefore agreed that the Canadian, Provincial, and Hamilton flags would be displayed rather than flags and posters from around the world.

(b) Conflict Resolution Training

Scouter Ward advised that the Conflict Resolution Training Workshop had been well received and that it was anticipated that the next Workshops would be held October 18 and 22.

Scouter advised that a further \$5,000.00 had been made available towards a Conflict Resolution Training in the Hamilton area.

(c) Training and Development

Sandra Wilson advised the Council of the decision taken to cancel the Training and Development Workshops. She said only four people had attended the first Workshop and it was not considered fair on the trainer who had spent a large amount of time amassing information.

6. Sub-Committee Reports

(a) Public Awareness Sub-Committee

Monty Motomura advised of a successful visit to the Art Gallery and said it had been suggested that future trainings be held following Advisory Council meetings in order that the maximum number of people could attend. He also invited members of the Advisory Council to attend meetings of the Public Awareness Sub-Committee in the future, especially as they will be visiting different venues which he felt would be of interest.

Other Business

(a) Racial Disturbance in Schools

Mr. Pooni advised the Council of meetings held with regard to the recent racial incidents at Orchard Park School. The Advisory Council expressed extreme concern at this situation and made the following recommendations:

- (a) That the Mayor's Race Relations Committee send a letter to the Hamilton-Wentworth Regional Police:
 - (i) Commending them on the prompt action taken with regard to the recent violence against students at Orchard Park School, and,
 - (ii) Stating that the Committee hopes that the Police lay as many charges as they have evidence to do so in order that a strong message is sent out that this kind of behaviour will not be tolerated.
- (b) That the Mayor's Race Relations Committee urge the Wentworth County Board of Education to implement a Race Relations Policy.
- (c) That the Mayor's Race Relations Committee adopt a strategy to positively reinforce the message that racial discrimination will not be tolerated and to prevent organizations such as the Heritage Front from gaining power.

- (d) That the Mayor's Race Relations Committee contact the Hamilton-Wentworth Regional Police Project "H" to obtain information on how the Mayor's Race Relations Committee can work together with them against hate groups.
- (e) That the Mayor's Race Relations Committee recommend to the Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton Board of Education and Wentworth County Board of Education that they form Race Relations Committees at each of their schools, and that an invitation be extended to such Committees to attend a meeting of the Mayor's Race Relations Advisory Council in order to be given support and develop strategies.
- (b) Committee for Conscience in Broadcasting

Ken Stone informed the Advisory Council of the Committee for Conscience in Broadcasting which was trying to organize a letter writing campaign in connection with the radio station CHML. Mr. Stone said it was anticipated these letters would go on file for review when CHML had its licence hearing in the next year. He encouraged members to write their own letters to the C.R.T.C. and circulated information thereon.

(c) T.V. Show

Mr. Stone drew the Advisory Council's attention to a recent Cable 14 T.V. show during which Doug Faraway quoted the following questions from a newspaper article:

- (1) Do you think visible minorities should try to be like other Canadians?
- (2) Are we bringing in too many immigrants?
- (3) Do you think non-white immigrants damage the fabric?
- (4) Do you think all recent immigrants should go back to Country of origin?
- (5) Do you think immigrants should have as much say as those born and raised here?

Mr. Stone requested that this matter be referred to the Media Sub-Committee and that they request the Federal Secretary of State and Minister of Citizenship to look into the matter.

After consideration, the Council agreed to refer the matter to the Media Sub-Committee together with Mr. Stone's request.

Adjournment

There being no further business the meeting then adjourned.

Taken as read and approved.

Michael Webber
Chairperson
Mayor's Race Relations Advisory Council

Stella Glover
Secretary
Mayor's Race Relations Council

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NOTICE OF MEETING
Mayor's Race Relations Advisory Council
Friday, 1993 November 26
4:15 o'clock p.m.
Room 233, City Hall

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GOVERNMENT DOCUMENTS

Stella Glover

Stella Glover
Secretary

NOTE: Your attendance is important, if you are unable to attend please call the Secretary at 546-3993.

AGENDA

1. Moment of Reflection.
2. Presentation - Community Resource Person.
3. Minutes of Meeting Held 1993 September 24.
4. Matters Arising.
5. Equitable Representation Survey.
6. Chairperson's Report.
7. Sub-Committee Reports.
8. Other Business.
9. Adjournment.

The Mayor's Race Relations Advisory Council met.

3.

There were present: Michael Webber, Chairperson
Sandra Wilson, Vice-Chairperson
Doris Anderson-Nnamani
Sam Cino
Tyrone Child
Bill DeLisser
Evelyn Gallaher
Stephanie Grotmann
Rhoda Howard
Mervyn Jobity
Jacob Joseph
Phemon Ma
Ramzan Manek
Mary McKenzie
Helen Probert
Marlene Thomas-Osbourne
Marc Haas
Geoff Small
Monty Motomura

Also present: Eleanor Rodney
Holly Elliott
Greg Hamilton
George Horton
Bill Armstrong
Scouter Ward
Glen Bell
Stella Glover, Secretary, Mayor's Race Relations Advisory Council

Regrets: Patrick Fung
Ken Balasubramaniam
Phil Leon
Ramanath Kamath
Leslie Pasis
Ken Stone
Edward Partito, Jr.
Bill Shaffir

1. Moment of Reflection

The Chairperson advised the Council that during the summer months a very prominent member of the Council had been lost, Mr. Ivan Boyko, who will be sadly missed by the Advisory Council. Rev. George Horton spoke of Ivan Boyko and of the grieving process and said he hoped the Advisory Council would contact Mr. Boyko's family and offer support in the future. He advised of a Christian Festival to take place in the City and asked for assistance from the group in compiling a list of groups working against racism in Hamilton.

A moment of silence was then observed for brother Ivan Boyko.

2. Introduction of New Members

The Chairperson then introduced new members, Sam Cino and Doris Anderson-Nnamani, and welcomed them to the Council, together with Staff Sgt. Bill Armstrong of the R.C.M.P. who will be replacing Staff Sgt. Fred Foster as a Resource person on the Advisory Council.

3. Presentation - Community Resource Person

Scouter Ward spoke of his role as an Anti-Racism Consultant with the Anti-Racism Secretariat, Ministry of Citizenship. Mr. Ward told of the work of the Anti-Racism Secretariat and of various successes, particularly in Hamilton.

Mr. Ward referred to the recent conflict resolution trainings which the Ministry of Citizenship had run, and spoke of the hope to implement a learning and conflict resolution centre in Hamilton. He circulated information on community based conflict resolution and suggested that a Task Force be set up if the Council was interested in establishing a community based conflict resolution centre. Mr. Ward asked for the group's input and concern in this regard.

The Chairperson thanked Scouter and stated that the Advisory Council would give this matter further thought. He said he would raise this matter at the Mayor's Race Relations Committee meeting to be held on Monday, September 27 for further discussion.

In response to a question from Rhoda Howard regarding funding, Mr. Ward said that it was hoped that funding would come from business resources in the community and that the centre would become self-supporting. He said the skills achieved by people through the conflict resolution training would be utilized. The Chairperson then displayed a certificate which had been awarded to Tyrone Child as a result of the conflict resolution training.

4. Minutes of Meeting

The minutes of meeting held 1993 June 25 were adopted.

5. Matters Arising

(a) Hill Park School

Tyrone Childs advised that he had been contacted by the Hill Park students and that meeting facilities would be required. It was noted that, due to the shortage of meeting rooms it would not be possible for the group to meet at City Hall, and Mr. Childs asked if facilities were available through different groups. Mr. Child advised that the name of the Committee had been changed to Cultural Awareness in order to attract more people. Sandra Wilson advised that she too had been in contact with the Hill Park students and would be in attendance at their meetings which would be starting during the following week.

(b) Healing the Cities Conference - Richmond, Virginia

In response to a question, it was noted that copies of Doreen Johnson's report on the Conference in Richmond, Virginia would be distributed to the Mayor's Race Relations Committee at their meeting of Monday, September 27.

(c) **Earthsong**

Mary McKenzie reported for Earthsong and said she felt the Advisory Council needed to reassess its use of a booth at this event to determine why the Council is there, what it is attempting to accomplish, and who should be in the booth. Mary advised that only a few volunteers had shown up and thanked them for their attendance. She pointed out the need for a large sign to identify the Mayor's Race Relations Committee and cited parking difficulties at the event. It was noted that a large stock of supplies would be necessary for future events as the Stop Racism buttons had been distributed on the first day and the brochures from the Anti-Racism Secretariat had run out shortly thereafter.

Mr. DeLisser asked why the Advisory Council was at Earthsong rather than It's Your Festival, which is a community based event, and recommended that the Council support It's Your Festival in the future. The Advisory Council extended special thanks to Mary for her hard work and energy which she had expended at Earthsong.

6. Chairperson's Report

(a) **Equitable Representation Survey**

Michael Webber advised the Council of a recent survey as a result of the Committee on Equitable Representation and referred to the recent newspaper article and the reasons that the response to the survey had not been good. He advised that there would be a second attempt to have the survey carried out and that this would be distributed at Committee meetings, with a few amendments, including the deletion of questions which had caused concern.

Questions arose as to who had received the survey, and concern was expressed that some members had not received it. It was pointed out that the survey questionnaires had been sent to members appointed by City Council and that therefore Resource persons would not have received this survey. It was noted that the next survey would be circulated at the Advisory Council meeting and members would be asked to return their response at that time, and that an explanatory sheet would be included with the survey.

(b) **Questionnaire Regarding Library Facilities**

The Chairperson introduced a questionnaire which he had received regarding the use of library facilities and referred this to the Media Sub-Committee for completion on behalf of the Advisory Council.

(c) **Functions of the Advisory Council**

The Chairperson referred to the functions of the Advisory Council and highlighted items 2, 5 and 6 in the Membership Guidelines. He suggested that an attempt be made to fulfil the mandate by working on #2 in particular which dealt with issues of native peoples (aboriginals of this country). It was suggested that representatives from the Regional Indian Centre be invited to attend and advise the Council with regard to their community. Helen Probert agreed to assist in extending an invitation to the Regional Indian Centre in this regard. It was further suggested that the Advisory Council attend future open houses at the Indian Centre and it was noted that the Indian community no longer had representation on the Advisory Council and that this matter should be given consideration.

7. Sub-Committee Reports:

(a) Public Awareness Sub-Committee

Monty Motomura advised of Public Awareness meetings which were taking place outside City Hall with various communities including the National Association of Japanese Canadians. He said this Association was looking for input from the Advisory Council with regard to the redress issue and the establishment of a Canadian Race Relations Foundation which is still pending, although approved five years ago.

He also referred to concerns that the Government was associating immigrants with criminals through their new immigration policies, and stated that although this was a meeting of the Public Awareness Sub-Committee everyone was invited. The meeting will be held at the Japanese Cultural Centre at the corner of Fennel and Upper Wellington on September 30 at 7:30 p.m.

Mr. Motomura said the Public Awareness Sub-Committee would also be meeting in the future with the Jewish and Sikh communities.

The Chairperson reminded the Advisory Council that although, as a group they could not take a political stand, they could in fact glean information then write individual letters which they felt appropriate on topics of concern.

8. Other Business

(a) Caribbean Night

Bill DeLisser advised the Council of the forthcoming Caribbean Night to be held on October 16 and invited members to attend.

(b) Show Boat

Mr. DeLisser referred to a recent talk show on the appropriateness of Show Boat. He asked that a recommendation be made to the Mayor's Race Relations Committee that a letter be sent to H.E.C.F.I. advising them that if they were asked to stage Show Boat in Hamilton Place that the Mayor's Race Relations Committee would not be in favour of such a production. Mr. Motomura asked that this request also include the non-staging of Miss Saigon at Hamilton Place.

Discussion ensued and it was noted that other shows could cause concern to other nationalities, for example Cabaret and Fiddler on the Roof. However, concern was expressed that the Committee could not ask for censorship because of the different effect on different people. It was also felt that the Committee could not deny what happened to people because these things did in fact happen. Concern was expressed about limiting free speech and where a line should be drawn.

After discussion the Advisory Council agreed to table consideration of this matter and refer it for further consideration to the Mayor's Race Relations Committee at their meeting of 1993 Monday, September 27, and that it be brought to the attention of the Mayor's Race Relations Committee that the Advisory Council had divided opinion on the issue.

7. Other Business**(c) Mediation Sub-Committee**

At this point the Advisory Council retired in camera to hear a Mediation Sub-Committee report.

9. Open Session

The Advisory Council then resumed in open session.

8. Other Business**(c) School Update**

The Chairperson introduced a report from Ken Stone on a meeting between Santokh Pooni, Nirmal Takhar, Michael Webber, Ken Stone and the heads of the Wentworth County Board of Education on 1993 August 03 and advised as follows:

1. The Board had approved an advertisement in Saturday's Spectator asking people to apply to a Citizen's Advisory Committee on Racism and the Race Relations Policy.
2. The Wentworth County Draft Race Relations Policy Committee was now studying the Ministry guidelines.
3. Officials of the Board had been sent to visit other School Boards to join the Anti-Racism Network in order to access the latest information.

10. Adjournment

There being no further business the meeting then adjourned.

Taken as read and approved.

Michael Webber
Chairperson
Mayor's Race Relations Advisory Council

Stella Glover
Secretary
Mayor's Race Relations Advisory Council

Introduction

The purpose of this study is to

investigate the effects of the proposed system on the performance of the system. The study is divided into two main parts: a theoretical analysis and an experimental evaluation. The theoretical analysis is based on the principles of the system and the experimental evaluation is based on the results of the experiments. The results of the experiments show that the proposed system has a significant effect on the performance of the system. The theoretical analysis shows that the proposed system is based on the principles of the system and the experimental evaluation shows that the proposed system has a significant effect on the performance of the system.

The results of the experiments show that the proposed system has a significant effect on the performance of the system. The theoretical analysis shows that the proposed system is based on the principles of the system and the experimental evaluation shows that the proposed system has a significant effect on the performance of the system.

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5.

OFFICE OF THE CITY CLERK

MEMORANDUM

TO: All Committee Secretaries

YOUR FILE:

FROM: J. J. Schatz
City Clerk
City Clerk's Department

OUR FILE:
PHONE: 546-2727

SUBJECT: Equitable Representation Survey of
City Committees, Boards and
Commissions

DATE: 1993 October 4

Please find attached, a copy of the Equitable Representation Survey of City of Hamilton Committee, Boards and Commissions as adopted by City Council on 1993 September 28.

The purpose of the Survey is to determine the representation of women, persons with disabilities, native persons, and racial and ethnic minorities on City of Hamilton Committees, Boards and Commissions and compare this composition to the previous Survey and external community data for the Census Metropolitan Area of Hamilton-Wentworth.

The Equitable Representation Survey meets the standards of the Ontario Human Rights Commission and is similar to those used by organization to comply with Federal Employment Equity requirements.

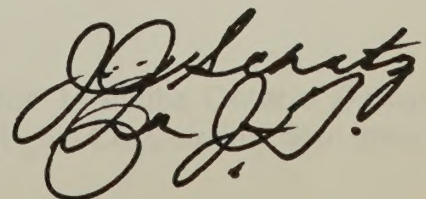
As you will recall, the City conducted this Survey in 1992 October, however, with a return rate of only 43%, the results cannot be applied to the population of Committees, Boards and Commissions as a whole.

City Council is requesting your assistance in once again distributing this Survey to all citizen members of your Committee, Board or Commission that have been appointed by City Council. Instead of mailing the Survey out to all members as was done in 1992, the Advisory Committee on Equitable Representation on Committees, Boards and Commissions has recommended that Committee Secretaries place this item on their next Committee, Board or Commission agenda, advise the members of the purpose of the Survey, and distribute copies to all members which can be collected after the meeting. For members not in attendance at the Committee, Board or Commission meeting when the Survey is distributed, please mail them a copy and ask them to return the same to your attention. After all Surveys have been collected, please place them in the envelope attached and return the same to the Human Resources Centre no later than **Friday, 1993 November 26.**

Participation in this Survey is strictly **voluntary** and information obtained from this Survey will be kept **confidential** and used for statistical purposes only.

Your co-operation in this regard is most appreciated.

attached



TRACKING FORM

Information requested on this form is gathered under Section 14 of the Ontario Human Rights Code.

Do you wish to complete this form?

Yes: _____ (please continue)

No: _____

PLEASE COMPLETE EACH SECTION:

1. Are you: Female _____

Male _____

2. Are you a Native person (North American Indian, Status or Non-Status, Metis, Inuit)?

Yes: _____

No: _____

3. Please identify yourself as one of the following: (This refers to Race/Colour)

Black _____
(African, American
Canadian)

East Asian _____
(Korean, Japanese, Chinese)

South Asian _____
(Indian, Pakistani)

South East Asian _____
(Cambodian, Filipino, Vietnamese)

West Asian _____
(Arab, Armenian, Egyptian, etc.)

Central/South American _____

Caribbean _____
(Cuban, Jamaican, Trinidadian,
Haitian)

White _____ Other _____

4. **Disability**

For the purposes of employment equity, disability is defined as a long term physical, emotional/psychiatric or learning disability that may place a person at a disadvantage or that may interfere with work or personal activities.

Given this definition, do you consider yourself disabled?

No _____

Yes _____

Information requested on this form is gathered under Section 14 of the Ontario Human Rights Code and has been approved by the Ontario Human Rights Commission, September 1991.

To you with to complete this form:

Yes _____ (Please continue)

No _____

PLEASE COMPLETE EACH SECTION

1. Is your family _____

2. Are you a member of any of the following groups or organizations?

Yes _____

No _____

3. Please identify yourself as one of the following (The order is from top to bottom):

_____ (Aboriginal Canadian)
_____ (Asian Canadian)
_____ (Black Canadian)
_____ (Hispanic Canadian)
_____ (Indigenous Canadian)
_____ (Middle Eastern Canadian)
_____ (South Asian Canadian)
_____ (Southeast Asian Canadian)
_____ (Other Canadian)

_____ (Other Canadian)
_____ (Other Canadian)
_____ (Other Canadian)

_____ (Other Canadian)
_____ (Other Canadian)

_____ (Other Canadian)
_____ (Other Canadian)
_____ (Other Canadian)

4. Other _____

For the purpose of completing this form, identify a friend or a family member who is a member of the same group or organization as you are.

Identify the friend or family member who is a member of the same group or organization as you are.

Yes _____

No _____

URBAN/MUNICIPAL

C44 ON HBL A35
A351
1994

MUNICIPAL LIBRARIAN
PUBLIC LIBRARY

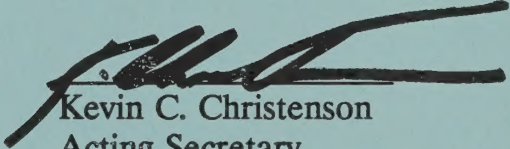
NOTICE OF MEETING

Mayor's Race Relations Advisory Council

Friday, 1994 February 11

4:15 o'clock p.m.

Room 233, City Hall



Kevin C. Christenson
Acting Secretary

NOTE: Your attendance is important, if you are unable to attend please call the Secretary at 546-2728.

AGENDA

1. Moment of Reflection.
2. Presentation - Community Resource Person
Mr. Duncan Gillespie, The John Howard Society
3. Minutes of Meeting Held 1993 November 26. (attached)
4. Matters Arising.
5. Chairperson's Report.
6. Sub-Committee Reports.
7. Other Business.
8. Adjournment

Friday, 1993 November 26

4:15 o'clock p.m.

Room 233, City Hall

The Mayor's Race Relations Advisory Council met.

There were present: Michael Webber, Chairperson
Sandra Wilson, Vice-Chairperson
Doris Anderson-Nnamani
Linda Bigford
Sam Cino
Ken Balasubramaniam
Tyrone Childs
Bill DeLisser
Stefanie Grotmann
Rhoda Howard
Mervyn Jobity
Doreen Johnson
Jacob Joseph
Ramanath Kamath
Phemon Ma
Mary McKenzie
Gary Ostofi
Helen Probert
Ken Stone
Marlene Thomas Osbourne
Marc Haas

Regrets: Monty Motomura
Holly Elliott
Evelyn Gallaher
Mel Madamba
Phil Leon
Ramzan Manek
Bill Armstrong
Leslie Pasis
Patrick Fung

Also Present: Jayne Munroe, Human Resource Centre
Kathi McBride, Human Resource Centre
George Horton, Council of Churches
Colina McGee, Human Rights Commission
Eleanor Rodney, H-W Roman Catholic Separate School Board
Greg Hamilton, H-W Regional Police
Glen Bell, O.P.P.
Fred Loft, C.U.P.E.
Bob Peet, Superintendent, H-W Roman Catholic Separate School Board
Stella Glover, Secretary, Mayor's Race Relations Advisory Council

1. Moment of Reflection

Rev. George Horton advised the Advisory Council of the questionnaires which had been sent to Churches asking what they were doing about racism. He circulated copies of the responses for the information of the Advisory Council and asked the Advisory Council to reflect on what they were doing individually to combat racism.

2. Community Resource Person

The Chairperson introduced Bob Peet, a Superintendent from the Hamilton-Wentworth Roman Catholic Separate School Board. Mr. Peet circulated copies of the School Board Ethno-Cultural Equity and Anti-Racist Policy which had been accepted by the Trustees and proceeded to answer questions from the Advisory Council in this regard. He advised that a draft working paper had been prepared for dealing with cases of racial harassment in schools and spoke on what the School Board had done and intended to do in the future.

Ken Stone congratulated the Board on having completed the Policy and was pleased to hear that the Board would be pro-active and that the paper would not remain on the shelf. He recommended that a network be established in each school consisting of students and faculty members to act as a catalyst in individual schools. Rhoda Howard congratulated Mr. Peet on the inclusion of anti-semitism and asked how racist speech among students and staff would be handled. Mr. Peet responded that the Safe Schools Documents which were under preparation included drastic steps on how to deal with this. He said there would be zero tolerance and consequences. Responding to a question, Mr. Peet said he did not have figures on staff levels, but assured the Advisory Council that his Board was committed to the policy.

The Chairperson thanked Mr. Peet and said he was sure the Advisory Council would welcome Mr. Peet back in the new year to give an update on the policy.

At this point Mr. Peet left the meeting.

3. Minutes of Meeting

The minutes of meeting held 1993 September 24 were adopted as presented.

4. Matters Arising

Tyrone Childs updated the Advisory Council on the Wentworth County Board of Education Policy and said the results of the advertisement for the Citizen Advisory Committee on Racism and the Race Relations Policy had been dismal with only one application being received. He therefore encouraged members who were eligible, ie public school supporters in Wentworth County, to apply. The Chairperson asked members to contact Tyrone directly if interested.

5. Equitable Representation Survey

Copies of the equitable representation survey were circulated and completed. At this point the Chairperson introduced Kathi McBride who will be replacing Jayne Munro during her forthcoming maternity leave.

6. Chairperson's Report

The Chairperson reported on the forthcoming Awards Evening and advised of the poor response to ticket reservations to date. He said members should contact Contempra Office Services at 527-5651 and that the cost of the tickets would be \$15.00 each.

Mr. Webber referred to the change in policy whereby members were being asked to pay for their own tickets and asked the Advisory Council for their comments.

Mr. Ostofi said he did not feel that money was the issue, but that everyone was expected to pay rather than given a free ride. It was noted that although the price of the tickets was \$15.00 it would actually cost \$24.00/person and therefore, in order not to go over budget, everyone was expected to pay. Tyrone Childs expressed concern and said he thought the original intent was to thank the members for their work during the year.

It was noted that extensive advertising and letters had been sent out however it was suggested that a phoning committee be established in order to follow up in this regard. Members were encouraged to pitch in and spread the word to their communities. The Chairperson appealed to each member to be present.

At this point Marlene Thomas Osbourne joined the meeting and explained that, due to the Social Contract, costs had been cut at the City and therefore the Ad Hoc Committee felt the Mayor's Race Relations Committee and Advisory Council should take the lead in showing that they were trying to cut back and that the money available should be spent on anti-racism projects and not only on the dinner. She advised that the format of the evening would be the same as in previous years with a sit-down dinner and then the Awards ceremony.

After discussion the Advisory Council agreed that members present should sign their names on a sheet indicating whether they will be attending the Awards Evening and that the secretary would then submit this sheet to Contempra Office Services for their information.

7. Sub-Committee Reports

(a) Media Sub-Committee

Marc Haas advised the Advisory Council of a forthcoming meeting of the Media Sub-Committee on December 03 at which time they will be determining whether to take further action with regard to a local television programme. He encouraged members interested to attend this meeting to be held at 4:30 p.m. in Room 264.

8. Other Business

(a) Public Lectures

Rhoda Howard advised the Council of two public lectures to be held at McMaster University on January 24 and February 17, 1994. She said the first lecture would deal with Muslim law and human rights and the February 17th lecture would be by Ed Broadbent with regard to human rights and foreign policy. Further information is to be circulated to members of the Mayor's Race Relations Committee and Advisory Council, and members of the public were welcome to attend.

(b) Newspaper Article

Ken Stone referred to an article which had appeared in the Spectator newspaper on Monday, November 22 with regard to a speech by Cam Jackson, M.P.P. for Burlington South. He said he felt the allegations by Mr. Jackson in the article should be followed up and wished that Mr. Jackson be invited to attend a meeting and explain the comments.

Mr. Ostofi pointed out that the remarks could have been taken out of context and cautioned against reacting without first receiving a full explanation.

Mr. Stone requested that the secretary circulate copies of the newspaper article.

After discussion, the Advisory Council agreed as follows:

"That the Mayor's Race Relations Advisory Council recommend to the Mayor's Race Relations Committee that they inform M.P.P. Cam Jackson of their concern with regard to the report in the Hamilton Spectator of November 22, 1993 and ask Mr. Jackson to supply it with the complete text of his speech, and after receipt of the text that Mr. Jackson be invited to appear before the Advisory Council if requested."

Mr. Ostofi expressed concern in the way in which this matter was reported and suggested that perhaps the Committee should look at this aspect and also invite the reporter to attend.

The Chairperson reminded the group that the Advisory Council must submit a recommendation to the Mayor's Race Relations Committee in order that they may take the appropriate action.

(c) International Remembrance Day Ceremony

Mary McKenzie reported on the International Remembrance Day Ceremony which she had attended. She congratulated George Horton, who had arranged this event, at which Monty Motomura had spoken.

(d) Letters to the Editor

Ken Stone referred to a recent letter to the editor from a member of the Advisory Council which he said was sent as an individual but referred to opinions of other members of the Advisory Council with regard to employment equity. Mr. Stone said that employment equity had been dealt with by the Committee on numerous occasions and expressed concern that an individual had written to the newspaper stating that the Committee was not unanimous on employment equity.

After discussion, the Advisory Council agreed to table this matter until such time as the writer could be present to speak to this issue.

(e) Hill Park Secondary School

Sandra Wilson informed the Advisory Council of meetings which she had attended of the Hill Park Secondary School Community Awareness Committee. She said this Committee consisted of a group of students of different nationalities and she was extremely impressed with the way the Committee was working together and their goals for the future. She said the Committee had the support of the teachers and used the faculty members as resource persons. She asked members who were involved with schools or school boards in any way to recommend these types of initiatives.

Marlene Thomas Osbourne congratulated Sandra and Tyrone for their work with the Committee and advised that the striking of the Committee was as a result of a talk which she had given to the Hill Park students encouraging them to set up such a Committee.

Fred Loft agreed that the Advisory Council should be working more with schools and circulated posters which his union had produced entitled "Break the Barriers".

(f) Art Display

Sandra Wilson advised the Council of the Stairwell Project which would be displayed at the Art Gallery and encouraged members to visit and view this display.

(g) Visit to City by Former President George Bush

Ken Stone circulated information on a forthcoming visit to Hamilton by former President George Bush and expressed concern with this visit.

The Chairperson received this information and advised members that they could express their individual preferences with regard to this visit by supporting or not supporting the event.

(h) Boy Scouts of Canada

Sam Cino informed Advisory Council members of his appointment to the local Board for Boy Scouts. He said discussions had arisen recently on where Scouting was going in the future and looking at how Scouting could be made more appealing to the diverse community. Sandra Wilson suggested that Mr. Cino send something to the Advisory Council for circulation in this regard.

(i) Representation by Hamilton-Wentworth Regional Police

Greg Hamilton advised the Advisory Council that this would be his last meeting as a Resource Person as he would be moving to the Investigative Division of the Hamilton-Wentworth Regional Police. He said he did not know at that point who his replacement would be.

On behalf of the Advisory Council, the Chairperson thanked Greg for the hard work that he had put into the Advisory Council and wished him well in his new position.

These remarks were seconded by Marlene Thomas Osbourne, Co-Chairperson of the Mayor's Race Relations Committee.

(j) Council of Women

Sandra Wilson advised that Doreen Johnson had been elected as the Chairperson of the Council of Women. She said she was the first minority person to Chair this Council and congratulated her.

Doreen gave the background to the Council of Women and advised of the work which they had done in the community and that they had recently celebrated their 100th birthday.

(k) Elementary Schools

Ken Balasubramaniam said he felt that racism in elementary schools should not be overlooked and reminded the Advisory Council that their job was to promote the cultural aspects of different ethnic groups within society. Marlene Thomas Osbourne stated that it was hoped to have in-house training in the near future for members of the Committee and Advisory Council.

9. Adjournment

The Chairperson congratulated members who would be moving on and wished everyone a happy holiday season.

There being no further business, the meeting then adjourned.

Taken as read and approved.

Michael Webber
Chairperson
Mayor's Race Relations Advisory Council

Stella Glover
Secretary
Mayor's Race Relations Advisory Council

Appendix A

The following table shows the number of students who were enrolled in the district during the 2010-2011 school year.

This table is intended to provide a general overview of the district's enrollment.

There is no data for this table.

Table A.1

Enrollment

2010-2011 School Year

Table A.2

Enrollment

2010-2011 School Year

URBAN/MUNICIPAL

CAY ON HBL A35
A351
1994

's Race R

MUNICIPAL LIBRARIAN
PUBLIC LIBRARY

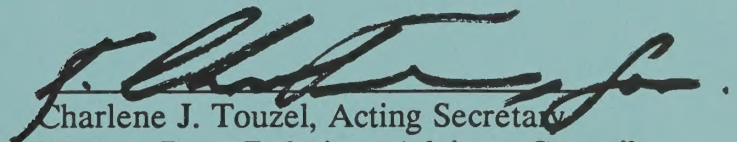
NOTICE OF MEETING

MAYOR'S RACE RELATIONS ADVISORY COUNCIL

Friday, 1994 April 8
4:15 o'clock p.m.
Room 233, City Hall

URBAN M

GOVERNMENT DOCUMENTS


Charlene J. Touzel, Acting Secretary
Mayor's Race Relations Advisory Council

NOTE: Your attendance is important, if you are unable to attend please call the Acting Secretary at 546-3994.

AGENDA

1. Moment of Reflection
2. Presentation - Boy Scouts of Canada
Lorne Ellis - Community Resource Presentation
3. Minutes of the Meeting held 1994 February 11 (Attached)
4. Matters Arising
5. Chairperson's Report
6. Sub-Committee Reports
7. Other Business
8. Adjournment

Friday, 1994 February 11
4:15 o'clock p.m.
Council Chambers
City Hall

The Mayor's Race Relations Advisory Council met.

Present: Michael Webber, Chairperson
Doris Anderson-Nnamani
Tyrone Childs
Rhoda Howard
Jacob Joseph
Ramanath Kamath
Mary McKenzie
Gary Ostofi
Ken Stone
Marlene Thomas-Osbourne
Marc Haas
Santokh Pooni

Regrets: Sandra Wilson
Linda Bigford
Sam Cino
Ken Balasubramaniam
Bill DeLisser
Stefanie Grotmann
Mervyn Jobity
Doreen Johnson
Phemon Ma
Helen Probert
Monty Motomura
Holly Elliott
Mel Madamba
Phil Leon
Bill Armstrong
Leslie Pasis
Patrick Fung

Also Present: George Horton, Council of Churches
Colina McGee, Human Rights Commission
Glen Bell, O.P.P.
Fred Loft, C.U.P.E.
Scouter Ward
Geoff Small
Duncan Gillespie, John Howard Society
Kevin Christenson, Acting Secretary

1. **MOMENT OF REFLECTION**

Reverend George Horton advised the Council that he had come across a business card at the Hamilton Library which was promoting a white supremacist group known as "New Order". Reverend Horton then distributed 1994 February 11 Hamilton Spectator article written by Michael Davison on the subject of the "New Order". Following discussion, the Council agreed that Marlene Thomas Osbourne would advise the Mayor's Race Relations Committee of the "New Order" issue. The Council then joined Reverend Horton in a moment of reflection on the issue of racism.

2. PRESENTATION

Community Resource Person

Mr. Duncan Gillespie, Executive Director of the John Howard Society appeared before the Council and explained that his Society is a non-profit group, the largest criminal justice agency in Canada. He stated that his clients come from all walks of life and all socioeconomic status. He added, however, that the Society's clients do not reflect the cultural mix of the community nor the mix that is present in the detention centres. Following his presentation, Mr. Gillespie requested input from the Council on how the John Howard Society can better serve the Community on a more equitable, social and racial basis.

Mr. Childs suggested that the problem may not be with the John Howard Society but rather with the judicial system in that referrals to the Society did not reflect a proportionate of mix of individuals within the system.

Mr. Gillespie responded that the Society may not be as accessible to minorities as the staff make-up of the John Howard Society is predominately white at this time. He stated that the Society was presently trying to address this problem but that it was not easy with the downsizing that they are undergoing at this time, however, that equalization was being considered through volunteers.

The Council agreed that the judicial system and courts should be requested to refer more minorities to the John Howard Society.

Following further discussion, Mr. Webber thanked Mr. Gillespie for his presentation.

3. ADOPTION OF THE MINUTES

The minutes of the meeting held 1994 November 26 were adopted subject to the following amendments:

Page 4, sub-section (c), first sentence be amended to read: "Remembrance Day Ceremony which she and Sandra Wilson had attended."

Page 4, sub-section (d), third sentence be amended to read: "Advisory Council with regard to mandatory employment equity."

4. MATTERS ARISING

Ken Stone questioned what follow-up action had taken place in regard to the speech by Cam Jackson, M.P.P. for Burlington-South which had been raised at the last Council meeting of 1993 November 26. Marlene Thomas-Osbourne responded that she had requested the full text of the speech by Cam Jackson and that the Mayor's Race Relations Committee would be reviewing this item at its next meeting and would report back to the Council. She added that a letter had been sent from Mayor Morrow to Cam Jackson dated 1994 January 26 which she read to the Council.

Mary McKenzie informed the Council that in regard to the Boy Scouts of Canada issue raised at the last meeting, the girls are now allowed into Beavers.

Rhoda Howard suggested that a report updating the Council on the activities of the Mayor's Race Relations Committee should be presented at each of the Council's meetings. Michael Webber responded that he will look into having a report from the Mayor's Race Relations Committee presented at future meetings.

Tyrone Childs referred to correspondence he had received respecting the Justice and Education Conference on racial discrimination to be held in Halifax, 1994 March 18 to March 22 and indicated that one or two representatives of the Council should attend. The Council agreed that the item be referred to the Mayor's Race Relations Committee for consideration.

5. CHAIRPERSON'S REPORT

At the request of the Chairperson, Marlene Thomas-Osbourne updated the Council on the activities of the Mayor's Race Relations Committee. She stated that a letter had been sent from the Mayor's Office to Cam Jackson expressing concern over the content of his recent speech.

She then read correspondence from the Rabbi at the Temple Anshi Shalom dated 1994 January 10 inviting all Council members to attend a service in the congregation scheduled for 1994 February 18 at 8:15 o'clock p.m. at 215 Cline Avenue North.

Rhoda Howard informed the Council that Ed Broadbent would be speaking on the issue of Human Rights and Democracy at the Ewen Angus Centre on 1994 February 17.

Marlene Thomas-Osbourne informed the Council that the Committee Against Racial Discrimination had requested the Mayor's Race Relations Committee to participate in the 1994 March 21 International Day for the Elimination of Racial Discrimination. She requested that anyone wishing to volunteer to assist in the day's activities contact her. Subsequently, Doris Anderson-Nnamani, Santokh Pooni and Jacob Joseph volunteered to assist in the day's activities.

6. SUB-COMMITTEE REPORTS

Geoff Small updated the Council on the activities of the Mediation Committee. He stated that two cases had recently been considered. 1. A complaint against a local restaurant in which a homosexual had been refused service and 2. A complaint against St. Joseph's Hospital in which a female scientist was being paid at a technologist rate.

The Council then discussed the nature of the issues which it was considering in terms of sexual orientation, etc. and as the Council's mandate seemed to be expanding, the need to change the Council's name is important.

Following further discussion, Gary Ostofi indicated that he would be bringing a motion to the next meeting of the Council to change the name of the Mayor's Race Relations Council to the "Anti Discrimination Council".

The Council then agreed to move in camera to discuss an item of a personnel nature. Following the in camera session, the Council moved out-of-camera and Santokh Pooni updated the Council on the activities of the Membership Sub-Committee. He circulated and reviewed a report entitled the Membership Sub-Committee and stated that the Mayor's Race Relations Committee had adopted the report and that it had been brought to the Council for information.

7. OTHER BUSINESS**(a) Membership Policy Guidelines and Associated Procedures for the City of Hamilton Race Relations Committee**

Marlene Thomas-Osbourne informed the Council that the Membership Policy Guidelines and Associated Procedures for the City of Hamilton Race Relations Committee had been attached to the Council's agenda for their information.

(b) Promotion of the Mayor's Race Relations Committee

Fred Loft suggested that the Mayor's Race Relations Committee should be promoted through the use of posters, etc. Marlene Thomas-Osbourne indicated that the Committee was presently producing a brochure outlining its activities and mandate.

Michael Webber informed the Council that prior to his departure from the Council meeting, Ken Stone had requested that the following items be placed on the next Council's agenda:

- i. The question of mandatory employment equity.
- ii. That the Somali Association be invited to address the Council at its next meeting.

The Council agreed that these items be included on its next agenda.

(c) Systemic Racism in the Justice System

Gary Ostofi raised the issue of Systemic Racism in the Justice System and following a brief discussion, the Council approved that the following recommendation be forwarded to the Mayor's Race Relations Committee:

- i. That letters be sent to the Solicitor General and Attorney General condemning System Racism existing in the Justice System; and further
- ii. That the Solicitor General and Attorney General direct their staffs to refer offenders in appropriate proportions (aboriginal, ethnic and visible minorities) to the presently under-utilized services of the John Howard Society and other similar service groups.

(d) Anti Racism Secretariat

Scouter Ward updated the Council on the activities of the Anti Racism Secretariat and distributed an article contained in the Canadian Jewish News, Thursday, 1994 January 27 entitled "Special Police Unit on Guard Against Hate Crimes Propaganda".

8. ADJOURNMENT

There being no further business, the meeting then adjourned.

Taken as read and adjourned,

**MICHAEL WEBBER, CHAIRPERSON
MAYOR'S RACE RELATIONS ADVISORY COUNCIL**

Kevin C. Christenson
Acting Secretary

1994 February 11

March 94
GTM

UNBENDING /

Everything for free
is not the Harris way

Ontario PC chief offering populism

BY MARTIN MITTELSTAEDT
Queen's Park Bureau
Toronto

MOST Canadian politicians might cringe at having a nickname that sounds like Attila the Hun, the fifth-century barbarian. But not Mike Harris, Ontario's Conservative leader.

He's happy that some New Democrats have taken to derisively calling him Attila the Un during legislative debates, a reference to his belief that government needs a serious slasher.

"They call me Attila the Un. Because I'm gonna unlegislate, and I'm gonna unregulate and I'm gonna unhire and I'm gonna untax," he said recently, in the folksy style of his speeches.

Mr. Harris calls immigrants and refugees freeloaders. He lashes out at taxes and he likes to call special-interest groups "squeaky wheels."

Successful Ontario politicians traditionally have been those who travelled to the centre of the road and stayed there. But the current Tory leader, a 49-year-old former public school teacher, ski-hill owner and golf pro, is out to prove there's more than one route to power.

With the next election a little more than a year away, Mr. Harris, easily the province's most conservative political leader in several generations, is offering populism. Among his targets are immigrants, who he claims are flooding into Ontario to get on the welfare rolls.

"It isn't the numbers, I don't think, of immigrants that bother me so much," Mr. Harris told an audience recently.

Please see ONTARIO—A4

Ontario Tory leader deplores influx of needy

• From Page A1

But while previous waves of immigrants "came here to work," now "we're getting too many, not just black, I mean we're getting too many from other countries too that are coming here for a free ride. And that's our fault for being so silly. That's what I think."

The statements were made to a group of mainly partisan voters in a restaurant in Bobcaygeon, Ont., during a recent by-election visit.

Mr. Harris also attacked the motives of many refugee claimants. He says that Ontario has become a global magnet for social-assistance seekers.

"If you want a free ride, see if you can get into Toronto, Ontario, Canada. To free everything the day you land. If you sneak in illegally, they'll even give you lawyers and you can fight it for three years," he says. If the refugee claim is rejected, the time spent in Canada "will be the best three years of your life anyway."

Mr. Harris says immigrants should be told to obey the laws, learn the official language in their area, respect Canadian customs and gain job skills.

He told the mainly white audience in Bobcaygeon that many people born in Canada, to whom he referred as "your own people," are gravitating to welfare. He attributed this to government encouragement.

"As long as the attitude of the government is it's free universal everything whether you try or not, your own people, your own people, will gravitate to that as well as some of the immigrants that come in. So it is the policies that are more at fault."

Mr. Harris spoke at the El Toro restaurant, where his statements about immigrants and refugees were prompted by a white voter who attacked immigration and its racial composition.

Mr. Harris later denied that he had pandered to the questioner's views.

"I thought I was doing the opposite. I'm sorry if the impression came across that way," he said, adding that he doesn't care about the ethnic background of immigrants as long as they "are coming here for the right reasons," which he said are to work.

Mr. Harris then reiterated his view that Ontario is being discussed internationally as a haven for welfare seekers.

"It concerns me that the word around the world is: 'Want a free ride? Try to get into Ontario. Want to work hard and keep some money afterwards? See if you can get into Alberta or to another country,'" Mr. Harris said. "We have to change that."

"My sense is that Harris, and indeed the caucus, are probably further to the right... than any Conservative leader in recent times," observed Graham White, a political scientist at the University of Toronto.

Analysts used to say that to be successful, an Ontario politician must be a pragmatic centrist. But Mr. Harris is trying to fashion a winning election effort based on traditional conservative ideological themes: opposition to government, the welfare system, taxes and crime.

Mr. White said it could be a winning strategy if the Liberals and the governing New Democrats split the centre-left vote and Mr. Harris is able to consolidate support among other voters.

Many Conservative insiders believe their leader, who grew up in Callander, a hamlet on the south shore of Lake Nipissing, can return the party to power after nearly a decade on the sidelines.

On the hustings and in the legislature, Mr. Harris tries to project a serious, Bay Street image. He almost always dons conservative two-piece suits, usually grey, with a subdued tie and a neatly ironed white shirt.

In nearly four years as leader he has become a much more effective speaker and debater. He usually outshines Liberal Leader Lyn McLeod, using more focused questions. His bellowing speaking style often wins him clips on television newscasts.

As leader, he scored early successes. Responding to fears that the party would be oblite-

rated in the election of September, 1990, Mr. Harris, who had been chosen leader only months earlier, almost single-handedly salvaged the party's fortunes with a high-profile attack on tax levels.

He attracted 944,000 voters, 23.5 per cent of the total, enough to raise the party's seat total to 20 from 16, even though his campaign was hampered by a lack of funds and heavy debts.

Now, with the New Democrats in third place in the polls, Conservatives are optimistic.

According to focus-group research conducted by the party, Mr. Harris's speeches attacking big government, welfare and taxes are playing well with voters.

Conservatives are also elated that his personal recognition, always low for opposition politicians, is on a steady increase. About 30 per cent of Ontario voters can identify Mr. Harris unaided, double the level for Ms. McLeod, even though the Liberals lead in the polls.

Another factor that could help him is the strength of the Reform Party in the 1993 federal election. Reform, which appeals to much the same political base as Mr. Harris does, picked up 20 per cent of the vote.

Assuming that he can hold the support of traditional Conservatives and Reformers, the federal vote tally would give him more than the 37.6 per cent share of the popular vote that propelled the NDP to vic-

tory in 1990.

According to Conservative strategist and former party president Tony Clement, Mr. Harris has to demonstrate three things to win the next provincial election: that he has the qualities of a premier, that he has a plan for governing, and that he "represents hope and opportunity for Ontarians."

"We're going to expose the electorate to the real Mike Harris, and we think they will like what they see."

Mr. Harris, as revealed in his stump speeches and interviews, is on an almost single-minded crusade against big government.

He lashes out at rival politicians who say problems are too complex for easy solutions.

"It's not complex. There's too much government, it costs too much, and then we tax too much, and borrow too much to sustain it."

Another theme is that the welfare system has become too generous under successive Liberal and NDP governments. Social assistance should be changed so that if somebody chooses to stay home and do nothing, they get nothing, Mr. Harris says. As an alternative, he'd offer job training or education.

Mr. Harris says the social safety net has become a hammock for some. He also uses a nautical metaphor.

"If somebody's ship went down, we wanted lifeboats there to get them to shore. We didn't ask if it's your own fault the ship went down... and it's your third ship that you've sunk."

But now, Mr. Harris says, welfare has changed from the lifeboat to a "luxury houseboat."

The NDP used to attack Liberal and Tory governments for being beholden to special interests; Mr. Harris does likewise, but from a different vantage point, appealing to his supporters to become involved in the political system.

"We can't leave it to the vested interests, to the unions, to the squeaky wheels, the lobby groups, the interest groups. It's you and I, it's real people, concerned about our province, our future and our children, our neighbours; we've got to get involved."

Mr. Harris taught Grade 7 and 8 science and mathematics for four years before he quit to work with his father running a family-owned ski resort near North Bay.

He likes to say his views are neither right-wing nor left-wing, but a return to "common sense." He even says he didn't object to the size of government when he was first elected as an MPP from North Bay in 1981. It was a realization that grew gradually.

"I certainly didn't start out that way. I was proud to be part of government, and I hope to be proud of it again."

DISTRIBUTED FOR INFORMATION TO THE MEMBERS OF THE MAYOR'S RACE
RELATIONS ADVISORY COUNCIL ON THURSDAY, 1994 MARCH 31

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SEP 1 1994

NOTICE OF MEETING

Mayor's Race Relations Advisory Council
Friday, 1994 September 09
4:15 o'clock p.m.
Room 233, City Hall

GOVERNMENT DOCUMENTS

Stella Glover,
Secretary

PRESENTATION:

- A. Mr. Roger Obonsawin, O.I. Group of Companies - Native Issues

AGENDA:

1. Moment of Reflection
2. Minutes of Meeting held 1994 June 24
3. Matters Arising:
 - (a) Mandatory Employment Equity - Ken Stone
 - (b) Native Studies Program Funding - Helen Probert
 - (c) Genocide in Sri Lanka - Ken Balasubramaniam
 - (d) Labelling by Media - Ramzan Manek

4. Chairperson's Report
5. Sub-Committee Reports
6. Other Business
7. Adjournment

The Mayor's Race Relations Advisory Council met.

There were present:

Michael Webber, Chairperson
Doris Anderson-Nnamami
Vishwas Bagal
Ken Balasubramaniam
Tyrone Childs
Sam Cino
Ramona Cepiras
Doreen Johnson
Jacob Joseph
Ramzan Manek
Mary McKenzie
Gary Ostofi
Mark Haas
Monty Montomura
Santokh Pooni

Regrets:

Lee Beach
Helen Probert
Geoffrey Small
Mel Madamba
Evelyn Gallaher
Leslie Pasis

Also present:

Fred Loft, Hamilton District Labour Council
Jan Mulkewich, Community Relations Co-ordinator,
Hamilton-Wentworth Regional Police
Eleanor Rodney, Roman Catholic Separate School Board
Corporal Mike Duguay, Royal Canadian Mounted Police
Stella Glover, Secretary

The Chairperson welcomed everyone to the final meeting prior to the summer recess and stated that the next meeting would be 1994 September 9. He explained that the meeting had been delayed for two weeks due to a special joint meeting of the Mayor's Race Relations Committee/Advisory Council for a Seminar on Employment Equity.

The Chairperson welcomed Jane Mulkevich as a Resource Person to the Advisory Council. Jane will be the new Community Co-Ordinator with the Hamilton-Wentworth Regional Police. The Chairperson also introduced J. Michael Daig, the Multicultural Liaison Officer with the RCMP who represented Jan Chorney at the meeting.

1. MOMENT OF REFLECTION

Jacob Joseph drew the Committee's attention to some of the issues around the world and the role of the Canadian Forces as Peacekeepers in places like Rwanda, the former Yugoslavia and other parts of the world. He pointed out how lucky we are to live in Canada and stated that the United Nations had declared Canada the best country in which to live. At this point the Committee took a moment to reflect on the foregoing.

2. PRESENTATION/SCOUTS CANADA

The Chairperson welcomed Lorne Ellis of Scouts Canada who advised the Council of the work being done by Scouts Canada and the various programs which were organized

for youth aged 5 - 23. Mr. Ellis distributed literature and asked members to contact Scouts Canada if they felt Scouts Canada could be of assistance to any young people. He invited suggestions on how Scouts Canada could best serve all children in the Hamilton area.

Mr. Ellis then answered questions. It was noted that uniform was optional, and not mandatory; and that all religious head gear was welcome. He explained the various cultural badges and the Religion in Life badges through which Scouts Canada encouraged spirituality.

It was noted that the Scouts Canada Camp was free, and the Advisory Council suggested that opportunities be given to non-scouts to attend camp in order to introduce youth to scouting. The Chairperson thanked Mr. Ellis for his presentation and at this point he left the meeting.

3. MINUTES OF MEETING

The minutes of the meeting held 1994 April 8 were amended to include Monty Motomura as amongst those present; and Item 2 - Presentation, was amended to reflect Dr. Gary Warner as Co-Chairperson of the "Committee" against Racial Discrimination.

The minutes were then adopted as amended.

4. MATTERS ARISING

(a) Proposed Committee Name Change

The Committee was in receipt of a list of six names which had been suggested at the Mayor's Race Relations Committee meeting of 1994 March 28. It was noted that if the Committee name was changed, the Advisory Council would also change.

A suggestion was made that the name remain unchanged. However, it was pointed that the emphasis for the name change was because Race Relations was no longer an appropriate term, and was no longer used by Government.

The Committee then discussed the following proposed names:

1. Mayor's Anti-Racism Committee
2. Mayor's Anti-Discrimination Committee
3. Mayor's Race Relations and Anti-Discrimination Committee
4. Mayor's Race Relations and Discrimination Committee
5. Mayor's Committee on Anti-Racism
6. Mayor's Committee Against Racism and Discrimination

A vote was held and it was agreed that the "Mayor's Committee Against Racism and Discrimination" be recommended to the Committee as the new Committee name.

(b) Mandatory Employment Equity

The Advisory Council was reminded of a motion which had been tabled at the previous meeting "that the Mayor's Race Relations Advisory Council Endorse in Principle, the need for Mandatory Employment Equity Legislation". The

Committee agreed to refer this matter to the next Advisory Council meeting in order that the mover, Mr. Ken Stone, might be present.

(c) Hamilton Board of Education - Native Studies Program

The Advisory Council was in receipt of information from Mrs. Helen Probert with regard to the Native Studies Program funding. However, the Advisory Council agreed to table this matter until the next meeting at which time Mrs. Probert could be in attendance.

(d) Rob Gentles

The Committee agreed unanimously that Mrs. Gentles be invited to attend a meeting of the Mayor's Race Relations Advisory Council to discuss her concerns with regard to her son's death at Kingston Penitentiary.

5. CHAIRPERSON'S REPORT

The Chairperson stated that the Advisory Council had had a fairly successful year and that the sub-committees had worked very hard.

6. SUB-COMMITTEE REPORTS

(a) Public Awareness Sub-Committee

Monty Motomura reported that the Public Awareness Sub-Committee had been attending different churches and temples to learn about different religions. He stated that a visit to a Synagogue in Westdale had been co-ordinated by Leslie Pasis, Santokh Pooni had arranged a visit to the Sikh Singhat Temple and Ken Balasubramanian had arranged a visit to a Hindu Temple.

Mr. Motomura said it was very interesting to learn about different religions and the Sub-Committee was hoping to continue with further visits to other places and would like to visit a Moslem Temple. He said he hoped to arrange a repeat visit to the Hindu Temple as the date had conflicted with other events and the turnout had been low.

Mr. Motomura expressed appreciation at the good reception which had been given to members during the visits, and he encouraged more people to attend in the future. It was agreed that more notice would be given, with possible alternate dates, in order to ensure as many people as possible can attend in the future.

(b) Media Sub-Committee

The Committee agreed to defer discussion on this item until the end of the meeting in order that other issues could be dealt with.

7. OTHER BUSINESS

(a) Genocide in Sri Lanka

Ken Balasubramaniam gave notice to the Committee that he would like to have the matter of genocide in Sri Lanka placed on the agenda for the next meeting. The Committee agreed to this request.

The House of Representatives is the lower house of the United States Congress. It is composed of 435 members, known as Representatives, who are elected by the people of the United States.

The House of Representatives is the only chamber in the federal government that is directly elected by the people. Its members represent the people of their respective states and are elected to a two-year term.

The House of Representatives is the only chamber in the federal government that has the power to impeach and remove federal judges and officers. It also has the power to initiate and pass legislation.

The House of Representatives is the only chamber in the federal government that has the power to declare war. It also has the power to regulate interstate and foreign commerce.

The House of Representatives is the only chamber in the federal government that has the power to originate and pass legislation. It also has the power to impeach and remove federal judges and officers.

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(b) Aquafest

Gary Ostofi informed the Committee of Aquafest which was to take place July 23 and 24 in the Harbour. The event would focus on water and water-related activities and include a large component for children.

In an effort to make the event more ethno-cultural, the organizers were including multicultural foods and events, including Dragon Boat Races. He encouraged members to bring forward ideas and suggestions for next year and advised that admission was free, transportation/handicapped transportation was also provided free of charge, and that this was a wonderful family event.

(c) Media Descriptions

Ramzan Manek expressed concern at the way in which individuals were described in the media as Sikh, Black, Asian, etc. rather than simply as a male, female, youth. The Committee agreed that this item be placed on the Agenda for the next meeting.

(d) It's Your Festival

Doreen Johnson asked if the Committee/Advisory Council would be having a booth at It's Your Festival in 1994. In the interest of expediency, Ms. Johnson was referred to Marlene Thomas-Osbourne, Chairperson of the Mayor's Race Relations Committee for information in this regard.

6. (b) Media Sub-Committee

At this point the Sub-Committee received a verbal report from Mr. Mark Haas, the Chairperson of the Media Sub-Committee, who advised of complaints with which the Sub-Committee had been dealing.

At the request of Mr. Haas the Committee retired in camera to discuss a confidential matter which he would be placing before the Mayor's Race Relations Committee at its next meeting.

The Committee then resumed in open session.

8. ADJOURNMENT

There being no further business, the meeting then adjourned.

Taken as read and approved,

Michael Webber, Chairperson
Mayor's Race Relations Advisory Council

Stella Glover, Secretary

/mec

The Committee on the Status of the Indians in America, which was created in 1961, has been instrumental in the development of the Indian Self-Determination and Education Assistance Act of 1975. This act was a landmark in the history of Indian policy, as it gave the federal government a new role in the lives of Indian people. The act was a result of the work of the Committee, which was composed of members from both the House and the Senate.

In the years since the act was passed, the federal government has made significant progress in the area of Indian self-determination. The act has been amended several times, and the federal government has been successful in securing funding for a wide range of programs that are designed to help Indian people improve their lives. The act has also been instrumental in the development of the Indian Health Service, which is now a major part of the federal government's efforts to improve the health of Indian people.

Indian Self-Determination

Indian self-determination is the right of Indian people to control their own lives and destinies. It is a fundamental principle of Indian policy, and it is the basis of the Indian Self-Determination and Education Assistance Act of 1975. The act was a landmark in the history of Indian policy, as it gave the federal government a new role in the lives of Indian people. The act was a result of the work of the Committee, which was composed of members from both the House and the Senate.

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Mayor's Race Relations Committee

NOTICE OF MEETING

Mayor's Race Relations Advisory Council

Friday, 1994 November 11

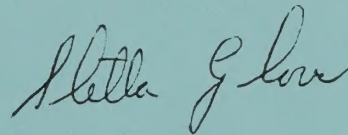
4:15 o'clock p.m.

Room 219, City Hall

URBAN MUNICIPAL

NOV 7 1994

GOVERNMENT DOCUMENTS



Stella Glover
Secretary

NOTE: Your attendance is important, if you are unable to attend please call the Secretary at 546-3993.

(A) Moment of Silence - Remembrance Day.

AGENDA

1. Minutes of Meeting Held 1994 September 9. (attached)
2. Matters Arising.
3. Chairperson's Report.
4. Sub-Committee Reports.
5. Other Business.
6. Adjournment.

1941-1942

1941-1942

1941-1942

Friday, 1994 September 9
4:15 o'clock p.m.
Room 233, City Hall

The Mayor's Race Relations Advisory Council met.

There were present: Mayor Robert M. Morrow
Michael Webber, Chairperson
Marlene Thomas Osbourne
Ken Stone
Ken Balasubramaniam
Ramzan Manek
Ram Kameth
Gary Ostofi
Doris Anderson-Nnamani
Rhoda Howard
Leslie Pasis
Sam Cino
Mary McKenzie
Jacob Joseph
Marc Haas
Geoff Small
Mervyn Jobity

Also present: Jan Chorney, R.C.M.P.
Irene Sushko, Hamilton Board of Education
Fred Loft, C.U.P.E. Local 5
Scouter Ward, Ontario Anti-Racism Secretariat
Jayne Munro, Human Resources Department
Kathi McBride, Human Resources Department
Jan Mulkewich, Community Co-ordinator, H.W.R.P.
Paula Ann Rhodes, Native Education Committee
Stella Glover, Secretary, Mayor's Race Relations Advisory Council

Mr. Roger Obonsawin of O.I. Group of Companies attended and addressed the Council on the subject of Native Issues. He circulated background information on the aboriginal urban population in Hamilton and stated that although the educational level had increased on the Reserve, the finances were not keeping pace. The result would be a larger migration to urban centres, resulting in pressures being placed on municipalities.

Mr. Obonsawin spoke of tensions due to lack of respect for native heritage and of the major contributions made by the native population to Canada. The lack of information on aboriginal history had resulted in socio-economic problems.

The three main issues where dissatisfaction had come to the fore were education, lands and taxation.

Mr. Obonsawin answered questions from the Council and explained that the Indian Act was still in effect and does not allow ownership of the land, thereby precluding mortgages and causing commercial difficulties.

Responding to a question with regard to the Native Studies Programme, Mr. Obonsawin said he felt Native Studies was something everyone should learn and that if Canada was prepared to accept the French language then they should accept Native languages also. He said he would like to see an integrated system.

For the information of the Advisory Council, Mr. Obonsawin provided clarification on the term "status Indian" being, one who is registered with the federal government and recognized under the Indian Act. He cited a number of ways through which status was lost, including enfranchisement, previously if one became a professional, through marriage, or refusal to recognize the Indian Act and not register.

At this point the Chairperson thanked Mr. Obonsawin for attending and invited him to return and bring additional information in the future.

1. **MOMENT OF REFLECTION**

A moment of reflection was observed by the Advisory Council, led by Jacob Joseph.

2. **MINUTES OF MEETING**

The minutes of meeting held 1994 June 24 were adopted as presented.

3. **MATTERS ARISING**

(a) **Mandatory Employment Equity**

Ken Stone addressed an earlier motion "that the Mayor's Race Relations Advisory Council endorse in principle, the need for mandatory Employment Equity Legislation".

Mr. Stone suggested that the passing of this motion could result in a tighter criteria when selecting new members. However, Rhoda Howard and Gary Ostofi spoke against this because each member should be allowed to make their own decision and not all felt alike.

Mayor Morrow pointed out that the Committee and the Advisory Council had Terms of Reference which already provided guidelines for the well-being of all.

The Advisory Council noted that its role was in fact to advise and make recommendation to the Committee and therefore the recommendation should be made for adoption by the Mayor's Race Relations Committee.

Ken Stone agreed that the motion not include the premise that this principle be used when selecting new members, and the Advisory Council then agreed to make the following recommendation to the Mayor's Race Relations Committee:

That the Mayor's Race Relations Committee endorse in principle, the need for mandatory Employment Equity Legislation.

(b) **Native Studies Programme Funding**

Ken Stone addressed this issue and provided background with regard to government grants for Native Language and the Hamilton Board of Education action in this regard.

Paula Ann Rhodes, of the Native Education Committee, was introduced by Mr. Stone and cited personal experience with racism in the education system and her reasons for involvement in the Native Education Committee.

Irene Sushko was welcomed to the Advisory Council by the Chairperson and will be replacing Steve Barrs as the representative of the Hamilton Board of Education. Ms. Sushko informed the Advisory Council that the Board of Education has agreed to carry out another survey before the end of the year to look at all the issues again, due to inconsistencies in the original survey. She stated this would be done in collaboration with the Native Indian Centre and that Dr. Frank Cooke had done a very extensive survey on the availability of all grants. She felt this action was a positive step forward.

Paula Ann Rhodes stated that her Committee was in the process of getting the survey ready to send out and she thanked the Mayor's Race Relations Advisory Council for allowing her to speak. She said the Native community plan to have a community meeting in mid-October which would be an opportunity for the Native and non-Native community to see what they were all about, and she extended an invitation to the Mayor's Race Relations Committee to have a booth at this meeting.

(c) Genocide in Sri Lanka

Ken Balasubramaniam circulated information and showed a video on Sri Lanka and the fight for human rights by the Tamils. He introduced members of the Tamil community. However, due to the time frame, the Advisory Council felt that this matter should be tabled until the next meeting in order that more time may be devoted to the issue.

Discussion ensued on whether the Council should be spending more time on the issues within the City of Hamilton or outside issues.

After discussion the Committee agreed that the matter of genocide in Sri Lanka be tabled until the next meeting, at which time more time will be devoted to the issue. The Chairperson thanked the members of the Tamil community for attending.

(d) Labelling by Media

This item was tabled until the next meeting.

(e) Rob Gentles

The Advisory Council agreed that Mrs. Gentles be invited to attend and address the next meeting of the Mayor's Race Relations Advisory Council.

4&5. CHAIRPERSON'S REPORT AND SUB-COMMITTEE REPORTS

No reports were received at this time.

6. OTHER BUSINESS**(a) Committee/Advisory Council Name Change**

The Chairperson introduced a letter from Mary Cahill with regard to broadening the Committee's mandate as well as changing the name, which the Advisory Council received for information. The Chairperson pointed out that the Constitution already encompasses the concerns expressed by Ms. Cahill. The Council was advised that the new name had been approved by City Council and would take affect with the next term of Council.

(b) Promotion

The Council was in receipt of a letter from Fred Loft requesting that the Advisory Council address the issue of promotion through media posters, pamphlets and forums.

Marlene Thomas Osbourne said that this would be addressed by the Mayor's Race Relations Committee and thanked Fred for his recent letter to the Spectator which promoted the Mayor's Race Relations Committee/Advisory Council.

(c) Achieving Diversity As A Culture Conference

Irene Sushko advised the Council of a Conference which was being planned by the Board of Education in co-operation with the Wentworth County Board of Education, Hamilton-Wentworth Roman Catholic Separate School Board, Hamilton-Wentworth Anti-Racism Network, Hamilton-Wentworth Regional Police Services, Mayor's Race Relations Committee, Hamilton Regional Indian Centre, McMaster University and Shair International Resource Centre. She encouraged members to attend and pass on the information to others who may be interested. The Conference is to take place on September 16 and 17 at the Education Centre at 100 Main Street West and Sir John A. MacDonald Secondary School at 130 York Boulevard and would include many workshops. Registration in advance - \$10. which includes supper and breakfast.

Marlene Thomas Osbourne stated that in view of the low registration fee, the Committee would sponsor as many members as wished to attend the Conference.

(d) Future Meetings

Sam Cino drew attention to the many items which had to be tabled and suggested that more meetings may be appropriate in the future, together with the possibility of changing the day on which the Advisory Council meets. It was noted that this would be discussed by the new Committee/Advisory Council.

7. ADJOURNMENT

There being no further business, the meeting then adjourned.

Taken as read and approved,

Michael Webber, Chairperson
Mayor's Race Relations Advisory Council

Stella Glover, Secretary
Mayor's Race Relations Advisory Council

/jt

Section 1

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Section 2

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Section 3

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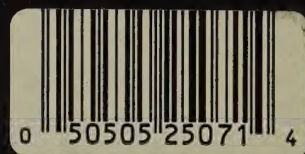
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